

**System and Method for Automated Resource
Reduction Analysis**

ABSTRACT

A system and method that analyzes employee data and assists
5 management with surplus determinations is used for automated
resource reduction analysis. Areas within the organization are
identified that include surplus resources. These areas are
further identified to determine which skill groups have surplus
skills. Skill groups can be broken down by level. A
10 determination is made as to what decreases are desired for the
identified skill groups and levels. Employees within the
identified skill groups and levels are evaluated using common
evaluation templates that set forth the expected skills
employees should have for a given skill group and level. The
15 evaluated employee records are sorted by the evaluations to
determine the spectrum of skills within a particular skill group
and level. The desired reduction percentage is then applied to
the sorted records to identify surplus employees. These
identified surplus employees are then reviewed using
20 organizational surplus guidelines and applicable laws.